

Proposed Job Training Needs Interim Study Committee Recommendations

- The following are policy recommendations that are encouraged to be implemented without fiscal restraints:
 1. As the Department of Workforce Development proceeds in developing efforts to integrate its service delivery and one-stop centers, the centers should integrate apprenticeships into their business engagement strategies by encouraging the development of new apprenticeship programs. As part of that effort, apprenticeship staff should be collocated in one-stop centers to work collaboratively with federal Workforce Investment Act (WIA) case managers and veterans' representatives.
 2. Increase apprenticeship training through the Iowa Jobs Training Act, Code Chapter 260F, under the \$4 million cap established under Code Section 15.343(3).
 3. The departments of Human Services and Workforce Development should collaboratively look at ways to reduced the administration costs and improve the service delivery of the Family Investment Program and PROMISE JOBS, and recommend any changes to these programs to the Legislature.
 4. The Department of Workforce Development should be commended for the use of discretionary funding for the Iowa Jobs for America's Graduates (IJAG) program and developing a \$1 million competitive grant program using federal American Recovery and Reinvestment Act of 2009 (ARRA) dollars that the 15 Regional Workforce Investment Boards could apply for. The grants could be used for supporting existing programs or special projects for Disadvantaged Minority Youths. After the funded projects meet their completion on June 30, 2010, these projects should be evaluated for effectiveness. If more federal funds become available, the grant program is encouraged to continue and identified effective practices should be emphasized in the application process.

5. The Board of Parole should develop an outreach program to employers to create greater awareness of the Certificate of Employability program.

 6. Job training programs established under Code Chapters 260E and 260F need to identify how many jobs are created in a project and determine which projects have met their job creation goals, and this information needs to be posted on the Department of Economic Development's website.
- Agencies across Iowa state government are involved in job training. With the budget situation being compressed for the 2010-2011 fiscal year, agencies, non-profit entities, businesses, and federal agencies should all be encouraged to look for ways for collaboration, promotion, partnering, pooling resources and collocating programs in how they are administered.

 - The Department of Workforce Development should examine the relative proportions of funding the state receives under WIA that is going to training, administration, or other WIA-related requirements, including requirements and best practices that other states have implemented in providing job training services.

 - Community colleges should look for ways to enroll the underserved populations in job training programs, in particular, training programs which are funded with Workforce Training and Economic Development Funds.

 - Community colleges, businesses and other groups that train employees should issue training completion certificates to those who successfully complete training programs.

 - The committee identified many ideas that need to be explored when funds become available. The ideas would improve Iowa's job training efforts and participation of underserved populations. Those ideas include the following:

1. Fund the National Career Readiness Certificate.

2. Increase funding for integrating adult basic education and English as a second language programs that concurrently provide students with literacy education and workforce skills.
3. Increase access to basic digital literacy programs.
4. Create a specific source of funding for short-term job training programs that are not eligible for Pell Grants.
5. The addition of full-time equivalent positions by the Department of Corrections to collaborate with the Department of Workforce Development on the Offender Reentry Program.
6. Expand eligibility and the availability of Individual Training Accounts.
7. Create a tuition scholarship program for low-income workers.
8. Fully fund Iowa's Work-Study Program.
9. Encourage schools to expose students at an early age to the availability of technical training through Iowa's community colleges.
10. Labor unions should encourage minorities, persons with disabilities, and women to work in trades fields.
11. Community colleges should promote job training programs to Iowa's youth, ages 7-14.
12. Training should be made available to assist apprenticeship providers in the best practices for recruitment and retention and avoiding conflict in the workplace.
13. Funding for IJAG through General Fund and discretionary allocations should continue. The program provides students with life skills and job attainment and assistance to a post secondary education.
14. When possible, government job training programs need to collaborate with non-profit, community, faith based, and other agencies, to make sure underserved populations have a part of their continued services.